



# LONG COVID and Disability

Some people continue to experience COVID-19 symptoms long after (usually greater than 12 weeks), they have recovered or have tested negative for COVID-19. These people are sometimes called “long-haulers” and the condition is commonly known as “long COVID”. Below are some things to know about long COVID and disability:

## IS LONG COVID A DISABILITY?

Yes, but only if the person’s condition or any of its symptoms is a “physical or mental” impairment that “substantially limits” one or more “major life activities”.

### WHAT IS “PHYSICAL OR MENTAL IMPAIRMENT?”

Any physiological disorder or condition affecting body systems

- Including, but not limited to, the neurological, respiratory, cardiovascular, and circulatory systems.

A mental impairment is any mental or psychological disorder

- Including an emotional or mental illness.

### WHAT DOES “SUBSTANTIALLY LIMITS” MEAN?

An assessment is necessary to determine if a person’s long COVID condition or any of its symptoms qualify.

- The impairment does not need to prevent or significantly restrict an individual from performing a major life activity, and the limitations do not need to be severe, permanent, or long-term.

### WHAT ARE “MAJOR LIFE ACTIVITIES”?

Activities, such as caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, sitting, reaching, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, writing, communicating, interacting with others, and working.



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## WHAT DOES THIS MEAN?

If a person's long COVID is assessed and qualifies as a disability, they are entitled to the same protections from discrimination as any other person with a disability. They are also eligible for "reasonable accommodations" in businesses, schools, and other places.

## WHAT ARE "REASONABLE ACCOMMODATIONS"?

Modifications or adjustments made to enable an individual with a disability to have equal opportunities as those without disabilities. **This may include things such as:**

- Modifying a policy to allow a service animal in a business setting
- Providing additional time on a test for a student who has difficulty concentrating
- Adjusting work schedules so employees can go to medical appointments and complete their work at alternate times or locations

## WHERE CAN YOU ACCESS FEDERAL RESOURCES FOR LONG HAULERS?

[www.hhs.gov/civil-rights/for-providers/civil-rights-covid19/guidance-long-covid-disability/index.html](https://www.hhs.gov/civil-rights/for-providers/civil-rights-covid19/guidance-long-covid-disability/index.html)



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